

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Service Appeal No. 2371/2023

Mr. Hakim Ullah, PST BPS-12, GPS Petaw, District Dir Upper
..... (Appellant)

Versus

1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(Respondents)

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5	Copy of the appointment order dated 05-03-2016	B	
6	Copy of the regularization Act 2017	C	
7	Copy of the regularization order dated 21-03-2018	D	



(Abdur Rahman)
District Education officer (M)
District Dir Upper

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Service Appeal No. 2371/2023

Mr. Hakim Ullah, PST BPS-12, GPS Petaw, District Dir Upper
..... (Appellant)

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 10275

Dated 3-1-24

Versus

1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(Respondents)

PARA WISE COMMENTS ON & FOR BEHALF OF
RESPONDENTS No. 1, 2 & 3.

Respectfully Sheweth:-

PRELIMINARY OBJECTIONS.

1. That the Appellant is not an "aggrieved" person with the meaning of section 4 of the Khyber Pakhtunkhwa Service Tribunal Act 1974.
2. That the Appellant has got no cause of action /locus standi to file the instant appeal because the Appellant did not come on merit.
3. That the Appellant has not come to this Honorable court with clean hands.
4. That the Appellant is estopped by his own conduct.
5. That the instant service appeal is badly time barred
6. That the appeal is barred by law and limitation.
7. That the appeal in hand is barred by relevant provision of Law/Rules/Policy in field.

ON FACTS.

1. Para -1 of the facts is correct that the appellant was appointed as PST vide appointment order dated 05-03-2016 on ad hoc /temporary basis for a period of one year.
2. Para- 2 of the facts is correct that regularization Act 2017 was promulgated for the employees of the Elementary & Secondary Education Department.
3. Para-3 of the facts is also correct, need no further comments.

4. Para-4 of the facts is correct, furthermore, as per advertisement in the year 2015, the appellant was appointed as PST vide appointment order dated 05-03-2016 having marks/merit 96.4, while after promulgation of the regularization Act 2017, for the employees of the E&SE Department, he has been placed in the seniority list accordingly as per section 17 (Part-vi) Seniority of the Khyber Pakhtunkhwa civil servants (Appointment, promotion, and transfer) rules 1989.

(“Part-vi) Seniority.

17. Seniority. --- (1) the seniority inters se of civil servants [appointed to a service, cadre or post] shall be determined. ----

(a) In the case of persons appointed by initial recruitments, in accordance with the order of merit assigned by the commission [or, as the case may be, the Departmental selection committee;].)

Thus, as per the rules *ibid*, the appellant has been placed in his right position in the seniority list. **(copy of the relevant page of the APT Rules 1989 is attached as “A”, Copy of the appointment order dated 05-03-2016 is attached as “B”, Copy of the regularization Act 2017 is attached as “C”, Copy of the regularization order dated 21-03-2018 is attached as “D”).**

5. Para-5 of the facts is correct that the appellant has been placed in the seniority list on the basis of the merit as per section 17 (Part-vi) Seniority of the Khyber Pakhtunkhwa civil servants (Appointment, promotion, and transfer) rules 1989. Furthermore, terms and condition No.9 of the regularization notification dated 21-03-2018, as for those candidates whose are having same merit position in their first appointment order.

6. Para- 6 of the facts needs no comments.

7. Para-7 of the facts pertains to record.

8. Para-8 of the facts needs no comments.

GROUND.

A) In correct, hence denied. The respondent always follows rules and policies in letter and spirit, whereas the seniority list *ibid* has been determined on the basis of the merit as per section 17 (Part-vi) Seniority of the Khyber Pakhtunkhwa civil servants (Appointment, promotion, and transfer) rules 1989.

B) Incorrect, hence denied. The appellants have been treated as per law and rules.

C) Incorrect, details have been submitted in the facts above.

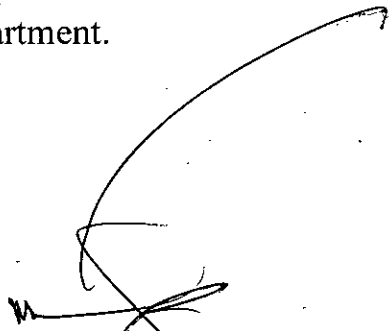
D) Correct, the appellant has been placed in the seniority list as per rules.

E) Incorrect, details have been submitted in the facts above.

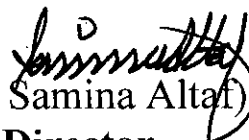
F) Legal, however the respondents also seek permission for additional grounds during arguments.

PRAYER.


In the view of the above made submission, it is requested that this Tribunal may very graciously be pleased to dismiss the instant service appeal with cost in favor of the Respondent Department.



(Motasim Billah Shah)
Secretary,
E&SE Peshawar
Respondent No. 1



(Ms. Samina Altaf)
Director,
E&SE Peshawar
Respondent No.2



(Abdur Rahman)
District Education officer (M)
District Dir Upper
Respondent No. 3

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Service Appeal No. 2371/2023

Mr. Hakim Ullah, PST BPS-12, GPS Pataw, District Dir Upper
..... (Appellant)

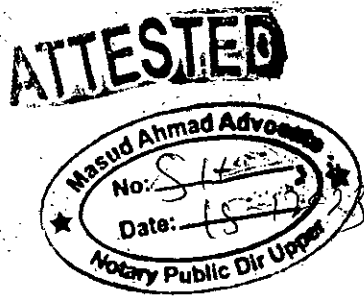
Versus

1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(Respondents)

Affidavit

I, **Mr. Abdur Rahman District Education Officer District Dir Upper** do hereby solemnly affirm & declare on oath that the whole contents of the instant para wise Comments are true & correct to the best of my knowledge and belief. It is further stated on oath that in this appeal the answering Respondents have neither been placed Ex-Party nor their defense has been struck off/ cost.




Deponent

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Service Appeal No. 2371/2023

Mr. Hakim Ullah, PST BPS-12, GPS Petaw, District Dir Upper
..... (Appellant)

Versus

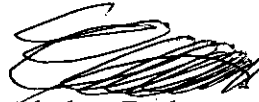
1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(Respondents)

AUTHORITY LETTER

I, Mr. Abdur Rahman District Education Officer District Dir Upper do hereby authorized Mr. Syed Alamzeb Shah Assistant Litigation Officer of this office for submission of Joint Para wise comments in Service Appeal No. 2371/2023

Case Titled: Hakim Ullah, PST BPS-12, GPS Petaw, District Dir Upper Vs Government of Khyber Pakhtunkhwa & others fixed for hearing on 22-12-2023, hence, an authority letter is hereby issued in favor of the above-named officer.



(Abdur Rahman)

District Education officer (M)

District Dir Upper

Respondent No. 3

17. Seniority.---(1) The seniority inter se of civil servants ¹[appointed to a service, cadre or post] shall be determined.--

- (a) In the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Commission ²[or, as the case may be, the Departmental Selection Committee;] provided that persons selected for appointment to post in an earlier selection shall rank senior to the persons selected in a later selection; and
- (b) In the case of civil servants appointed otherwise, with reference to the dates of their continuous regular appointment in the post; provided that civil servants selected for promotion to a higher post in one batch shall, on their promotion to the higher post, retain their inter se seniority as in the lower post.

Explanation-I.---If a junior person in a lower post is promoted to a higher post temporarily in the public interest, even though continuing later permanently in the higher post, it would not adversely effect the interest of his seniors in fixation of his seniority in the higher post.

Explanation-II.---If a junior person in a lower post is promoted to a higher post by superseding a senior person and subsequently that senior person is also promoted the person promoted first shall rank senior to the person promoted subsequently; provided that junior person shall not be deemed to have superseded a senior person if the case of the senior person is deferred for the time being for want of certain information or for incompleteness of record or for any other reason not attributing to his fault or demerit.

Explanation-III.---A junior person shall be deemed to have superseded a senior person only if both the junior and the senior persons were considered for the higher post and the junior person was appointed in preference to the senior person.

(2) Seniority in various cadres of civil servants appointed by initial recruitment vis-a-viz those appointed otherwise shall be determined with reference to the dates of their regular appointment to a post in that cadre; provided that if two dates are the same, the person appointed otherwise shall rank senior to the person appointed by initial recruitment.

³[(3) In the event of merger/restructuring of the departments, attached departments or subordinate Offices, the inter se seniority of civil servants affected by the merger / restructuring as aforesaid shall be determined in accordance with the date of their regular appointment to a cadre or post.]

18. General Rules.---In all matters not expressly provided for in these rules, civil servants shall be governed by such rules as have been or may hereafter be prescribed by Government and made applicable to them.

19. Repeal.---The Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1975, are hereby repealed.

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1. Substituted for the words "appointment to post in the same Basic Pay Scale in a cadre" by Notification No.SOR.I(S&GAD)4-1/80,dated 17-05-1989.
 2. Inserted by Notification No. SORI(S&GAD)4-1/80(V.II), dated 04-02-1996.
 3. Added by Notification No. SOR-I(E&AD)4-1/80 (Vol. IV),, dated 28-05-2002.

Attested


(B)



OFFICE OF THE DISTRICT EDUCATION OFFICER
MALE DIR UPPER

PH No.0944-221400 FAX:0944-890411- email- demisdireupper@gmail.com

OFFICE ORDER

Consequent upon the recommendation of the Departmental Promotion Committee appointment of the following candidates are hereby ordered against the post of Primary School Teachers (PST) Male Wards / School based in BPS-12 (Rs.9055 -650 -28555) @ Rs. 9055 /- fixed plus usual allowances : admissible under the rules on adhoc basis under the existing policy of the Provincial Government, in Teaching Cadre on the term and condition given below with effect from the date of taking over charge :-

S.#	Name	Father's Name	Merit	Ward/ U.C	Place of Po
1	INAYAT UR RAHMAN	MIR AFZAL KHAN	114.8	KOTKAY WARI	GPS Serai Sultan K
2	ISRAR ULLAH	NIAZ BEEN KHAN	113.12	KOTKAY WARI	GPS Pataw
3	SHER NAWAZ	SHAH BAHADAR	109.92	KOTKAY WARI	GPS Kandaro Sorz
4	ZAHOR AHMAD	ADDUL DAQI	109.66	KOTKAY WARI	GPS BATLAI BALA
5	HAFIZ ULLAH	NAMITULLAH	109.57	KOTKAY WARI	GPS Panjkoro
6	ASHRAF ULLAH	JEHAN BADAR	105.76	KOTKAY WARI	GPS Kandaro Sorz
7	YOUSAF KHAN	GUL YOUSAF KHAN	102.14	KOTKAY WARI	GPS Takhta Banj
8	HAMAYAT ULLAH	UMAR KHAN	101.5	KOTKAY WARI	GPS Panjkoro
9	PAIMAN ZADA	TILAWAT KHAN	101.2	KOTKAY WARI	GPS Gamdat
10	NOOR ULLAH	GUL ZAMIN	100.91	KOTKAY WARI	GPS Razagal
11	RAHAT KHAN	SHAH BAIZ KHAN	100.64	KOTKAY WARI	GPS Pataw
12	ABDUR RASHEED	FASEHUR RAHMAN	100.43	KOTKAY WARI	GPS Sheratkal
13	IJAZ UL HAQ	MUHAMMAD TAHIR SHAH	100.27	KOTKAY WARI	GPS Serai Sultan
14	MUHAMMAD IQBAL	MUHAMMAD DOST KHAN	99.72	KOTKAY WARI	GPS Nagrail
15	ISMAIL KHAN	ZAIR ZAMIN KHAN	98.37	KOTKAY WARI	GPS Nagrail
16	SAMI ULLAH	AZIZ ULLAH	97.47	KOTKAY WARI	GPS Nasafa
17	HAMEED ULLAH	HAMIDUDDIN	96.41	KOTKAY WARI	GPS Pataw
18	HAKIM ULLAH	NAMITULLAH	96.4	KOTKAY WARI	GPS Pataw
19	SHAKEEL ZADA	SHAD MUHAMMAD	94.94	KOTKAY WARI	GPS Molvi
20	SAJAD ULLAH	ZAINUL ABIDAN	93.93	KOTKAY WARI	GPS Shaqal No-2
21	NASIR ALI	ALAMGIR KHAN	93.44	KOTKAY WARI	GPS Kotkai

TERMS & CONDITIONS:-

- 1 NO T.V/DA is allowed.
- 2 Charge reports should be submitted to all concerned in duplicate.
- 3 Appointment is purely on temporary basis initially for one year.
- 4 They should not be handed over charge if they exceed 35 years or below 18 years of age.
- 5 Appointment is subject to the condition that their certificates/degrees must be verified from the concerned authorities if any one found producing bogus Certificate will be reported to the law enforcing agencies for further action.
- 6 His services are liable to termination on one month's notice from either side. In case of resignation without notice his one-month pay/allowances shall be forfeited to the Government.
- 7 Pay will not be made until and unless a certificate from the concerned authority is issued as his certificates are verified.
- 8 They should join their post within 15 days of the issuance of this notification. In case of failure to join their post within 15 days of the issuance of this notification, his appointment will expire automatically and no subsequent appeal etc shall be entertained.
- 9 Health and Age Certificate should be produced from the Medical Superintendent concerned before taking over charge.
- 10 He will be governed by such rules and regulations as may be issued from time to time by the Govt.
- 11 Their services shall be terminated at any time, in case of his performance is found unsatisfactory during his probation period. In case of misconduct, he will be proceeded under the rules.
- 12 His appointment is made on School based. He will have to serve at the place of posting, and his service is not transferable to any other station.
- 13 Before handing over charge once again their document may be checked if they required qualifications they may not be handed over charge.

Attested

7-

(MOEN-ED-DEO)
District Education Officer
Male dir Upper

Encls: No. 264-67

1ST April 2016

- Copy forwarded for information and necessary action to the:-
1. Director of Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar
 2. District Accounts Officer Dir Upper
 3. Dy. District Education Officer Male Dir Upper.
 4. Sub-Divisional Education Officer Male Dir and Wari.
 5. Official Concerned.
 6. M/File

[Signature]
District Education Officer,
Male dir Upper

[Signature]
Arrested

**THE KHYBER PAKHTUNKHWA EMPLOYEES OF THE ELEMENTARY AND
SECONDARY EDUCATION DEPARTMENT (APPOINTMENT AND
REGULARIZATION OF SERVICES) ACT, 2017.**

(KHYBER PAKHTUNKHWA ACT NO. 1 OF 2018)

*(First published after having received the assent of the Governor of
the Khyber Pakhtunkhwa in the Gazette of Khyber Pakhtunkhwa,
(Extraordinary), dated the 8th January, 2018).*

**AN
ACT**

*to provide for the appointment and regularization of the services of certain employees
appointed on adhoc or contract basis or appointed in certain projects in the Elementary
and Secondary Education Department in
the Province of the Khyber Pakhtunkhwa.*

WHEREAS it is expedient to provide for the appointment and regularization of the services of certain employees appointed on adhoc or contract basis or appointed in certain projects in the Elementary and Secondary Education Department in the Province of the Khyber Pakhtunkhwa, in the public interest;

It is hereby enacted as follows:

1. Short title, application and commencement.---(1) This Act may be called the Khyber Pakhtunkhwa Employees of the Elementary and Secondary Education Department (Appointment and Regularization of Services) Act, 2017.

(2) It shall apply to all the employees in the Elementary and Secondary Education Department, as defined in clause (c) of sub-section (1) of section 2 of this Act.

(3) It shall come into force at once and it shall be deemed to have taken effect from the date of the initial appointment of the employees as referred to in clause (c) of sub-clause (1) of section 2 of this Act.

2. Definitions.---(1) In this Act, unless the context otherwise requires,-

- (a) "Commission" means the Khyber Pakhtunkhwa Public Service Commission;
- (b) "contract appointment" means appointment of a duly qualified person for a specific period made otherwise than in accordance with the prescribed method of recruitment;
- (c) "employees" mean duly qualified persons.

Attested



- (i) who are appointed as teachers on adhoc or contract basis by the Government after 2013 through National Testing Service but does not include the teachers engaged on work charge basis or who are paid out of contingencies;
- (ii) who are appointed in the projects on contract basis in accordance with the project policy; and
- (iii) who are appointed as Junior Clerk in the Elementary and Secondary Education Department by Government after 2013 through National Testing Service;
- (d) "Government" means the Government of the Khyber Pakhtunkhwa;
- (e) "law or rule" means the law or rule for the time being in force governing the selection and appointment of civil servants;
- (f) "project" means,-
 - (i) IT/Computer Teachers in Computer Labs Projects in Khyber Pakhtunkhwa (Phase-II);
 - (ii) establishment of five hundreds (500) IT Labs in Government High and Secondary Schools in Khyber Pakhtunkhwa; and
 - (iii) establishment of five hundreds (500) IT Labs in Government High Schools in Khyber Pakhtunkhwa (Phase-III); and
- (g) "teacher" means a teacher of primary, middle, secondary or higher secondary school.

(2) The expressions "adhoc appointment" shall have the same meaning as respectively assigned to them in the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of 1973).

3. Regularization of services of employees.---(1) Notwithstanding anything contained in any other law or rules, the employees, who hold posts till the commencement of this Act [or till 30th June 2017, in respect of the project as mentioned in sub-clause (i) of clause (f) of sub-section (1) of section 2 of this Act, as the case may be], shall be deemed to have been validly appointed on regular basis from the day of the **initial appointment**; provided that-

- (i) they possess the same qualification and experience required for a regular post;

¹ Inserted vide Khyber Pakhtunkhwa Act No. II of 2019.

Attested


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- (ii) they have not resigned from their services or terminated from services on account of misconduct, inefficiency or any other ground, before the commencement of this Act¹;

²[Provided that expiry of the project as mentioned in sub-clause (i) of clause (f) of sub-section (1) of section 2 of this Act, shall not be deemed a ground for non-appointment of an employee on regular basis under this Act; and]

- (iii) the service promotion quota of all service cadres shall not be affected.

(2) The services of the employees shall be deemed to have been regularized only on the publication of their names in the official Gazette.

4. Determination of seniority.---(1) The employees whose service are regularized under this Act or in the process of attaining service at the commencement of this Act, shall rank junior to all other employees belonging to the same Cadre, who are in service on regular basis on the commencement of this Act, and shall also rank junior to such other persons, if any, who, in pursuance of the recommendation of the Commission made before the commencement of this Act, are to be appointed to the Cadre, irrespective of their actual date of appointment.

(2) The seniority inter-se of those employees, whose services are regularized under this Act within the Cadre, shall be determined on the basis of their continuous service in Cadre:

Provided that if the date of continuous service in the case of two or more employees is the same, the employee older in age shall rank senior to the younger one.

5. Overriding effect.--- Notwithstanding anything to the contrary contained in any other law or rules for the time being in force, the provisions of this Act shall have an overriding effect and the provisions of any such law or rules to the extent of inconsistency to this Act shall cease to have effect.

¹ Replaced vide Khyber Pakhtunkhwa Act No. II of 2019.

² Inserted vide Khyber Pakhtunkhwa Act No. II of 2019.

Attested
S.M.R.

(6)



**OFFICE OF THE DISTRICT EDUCATION OFFICER
(MALE) UPPER DIR**

PH No. 0944-001400-Fax-001400 E-mail: deomdirupper@gmail.com



NOTIFICATION

In pursuance of Khyber Pakhtunkhwa Employees of the Elementary & Secondary Education Appointment & Regularization of Services Act, 2017 (Khyber Pakhtunkhwa Act no.1 of 2018) & Elementary & Secondary Education Department Notification No SO(S/P)L&S:10/3-2/2018/S/117/Contract Dated: 16/02/2018. Services of the following (48) Primary School Teachers of Sub-Division Wari, Dir Upper appointed w.e.f. (03-05-2014 to 23-06-2017) through NTS on adhoc/contract basis, are hereby regularized in BPS-12, on terms and condition given below with effect from the date of their 1st appointment as per details given against each, in the interest of public service.

S.NO.	Roll. NO.	Name	Address	U/C	Total Marks out of 200	Name of School	App. Order	Dated	Date of Taking over Charge	Extension Order No & Date
1	792300426	Farhad Khan	V; Malak Wanda	Wari	58	GPS Ilanjo (II)	8572-79	03/05/2016	04/05/2016	03-05-2015 to 04-03-2018
2	791700308	Farhad Khan	v; Shang	Wari	50.87	GPS Wari (II)	8572-79	03/05/2014	04/05/2014	05-05-2017 to 04-03-2018
3		Ikram Khan	V; Kakad	Wari	52.22	GPS Ilanjo Kakad	8572-79	03/05/2014	04/05/2014	05-05-2017 to 04-03-2018
4	79170012	Majeed Ullah	V; Wari	Wari	55.12	GPS Totogram (II)	968-75	12/03/2015	13/03/2015	13-03-2017 to 12-03-2018
5	892600286	Majid Ullah	V; Wari	Wari	46.3	GPS Wari (II)	294-300	05/03/2016	06/03/2106	05-05-2017 to 04-03-2018
6	792300275	Sajjad Din	V; Wari	Wari	51.4	GPS Ilfan Colony	294-300	05/03/2016	06/03/2106	07-03-2017 to 06-03-2018
7	791700272	Nazir Ahmad	V; Daskur (II)	Wari	52.34	GPS Wari No1	294-300	05/03/2016	06/03/2106	05-05-2017 to 04-03-2018
8	792600399	Hidayat Ullah	V; Shahi Uagh Wari	Wari	39.29	GPS Totogram	294-300	05/03/2016	06/03/2106	05-05-2017 to 04-03-2018
9	792300211	Atta Ullah	V; Wari	Wari	50.3	GPS Wari No2	294-300	05/03/2016	06/03/2106	07-03-2017 to 06-03-2018
10	792400237	Alamgir Khan	V; Shahi Uagh Wari	Wari	47.57	GPS Zari Wari	294-300	05/03/2016	06/03/2106	07-03-2017 to 06-03-2018
11	792600233	Haider Alam	V; Wari	Wari	52.53	GPS Mula Paty Wari	294-300	05/03/2016	06/03/2106	07-03-2017 to 06-03-2018
12	792600246	Akhtar Hussain	V; Kass Wari	Wari	39.57	GPS Wari (II)	294-300	05/03/2016	06/03/2106	07-03-2017 to 06-03-2018
13	792600316	Mahboobur Rehman	V; kakad Wari	Wari	55.36	GPS Kakad (II)	294-300	05/03/2016	06/03/2106	07-03-2017 to 06-03-2018
14	452301093	Nour Ilacha	V; Kass Wari	Wari	46.56	GPS Mula Paty Wari	294-300	05/03/2016	06/03/2106	07-03-2017 to 06-03-2018

ADO (P) Establishment

Attested

-13-

PST (NTS) Regularization Order

15	7917003341	Iqbal Shah Mug	V. Talogram	Wari	41.39	GPS Bando (P)	294-300	05/03/2016	06/03/2016	07-03-2017 / 1006-03- 2018
16	792100281	Nasir Muhammad	V Talogram	Wari	51.92	GPS Shong	294-300	05/03/2016	06/03/2016	07-03-2017 / 1006-03- 2018
17	7917000218	Zia Ullah	V. Wari	Wari	52.15	GPS Bando Kakad	294-300	05/03/2016	06/03/2016	07-03-2017 / 1006-03- 2018
18	7921002318	Hassan Rehman	V. Malok Banda	Wari	45.8	GPS Wari Nu1	294-300	05/03/2016	05/06/2016	07-03-2017 / 1006-03- 2018
19	792100318	Ibad Ahmad	V; Gall (P)	Pashala	80.77	GPS Gall (P)	282-87	05/03/2016	07/03/2016	07-03-2017 / 1006-03- 2018
20	792100390	Bakht Munir	V; Shaga	Pashala	72.85	GPS Shaga	282-87	05/03/2016	07/03/2016	07-03-2017 / 1006-03- 2018
21	791700613	Haidir Ullah	V; Palaw	Kotkey	96.4	GPS Palaw	294-300	05/03/2016	06/03/2016	07-03-2017 / 1006-03- 2018
22	791700614	Atab Ahmad	V; Ashari Wari	Chapper	53.97	GPS Umrahi (P)	294-300	05/03/2016	06/03/2016	07-03-2017 / 1006-03- 2018
23	792300430	Zakirullah	V; Gogyal	Sundal	103.02	GPS Kagano Khwr	294-300	05/03/2016	6.03.2016	07-03-2017 / 1006-03- 2018
24	791700848	Amir Afzal Khan	V; Shahi Bagh Wari	Wari	99.73	GPS Shahtala Khwar	294-300	05/03/2016	07/03/2016	07-03-2017 / 1006-03- 2018
25	792300140	Zahid Khan	V; Kharposal	Pashala	87.98	GPS Kharposal	282-87	05/03/2016	06.03.2016	07-03-2017 / 1006-03- 2018
26	892300336	Sadia Amin	V; Kalgana	Pashala	74.82	GPS Kalgana	282-87	05/05/2016	06.05.2016	07-03-2017 / 1006-03- 2018
27	792300400	Shahir Ahmad	V; Kalgana	Pashala	74.91	GPS Kalgana	282-87	05/05/2016	06.05.2016	07-03-2017 / 1006-03- 2018
28	792100266	Muhammad Israr	V; Kakad	Wari	101.63	GPS Shahtala Khwar	294-301	05/06/2016	06.06.2016	07-03-2017 / 1006-03- 2018
29	792400282	Hilal Ahmad	V; Gogyal	Sundal	92.83	GPS Karnaly	282-87	05/07/2016	06.07.2016	07-03-2017 / 1006-03- 2018
30	791700495	Sajad Khan	V; Ashari	Chapper	44.39	GPS Umrahi (P)	801-04	08/03/2016	09/03/2016	07-03-2017 / 1006-03- 2018
31	7931000625	Yasin Ullah	V; kakad	Wari	86.4	GPS Shahtala Khwar	3280-88	03/05/2017	04/05/2017	
32	7935000820	Sher Rehman	V; Wari	Wari	52.98	GPS Wari Nu2	3558-62	03/05/2017	04/05/2017	
33	7935000503	Aziz ud Din	V; Tangal Wari	Wari	52.93	GPS kakad (P)	3558-62	03/05/2017	04/05/2017	
34	7935000590	Fakhran Alam	V; Itatali (P)	Chapper	45.34	GPS Umrahi (P)	3283-79	03/05/2017	04/05/2017	
35	7933000890	Saif Ullah	V; Ashari	Chapper	50.64	GPS Umrahi (P)	3273-79	03/05/2017	04/05/2017	
36	7935000221	Shahabud Din	V; Charkoom	Dhslawar	84.59	GPS Charkoom UK	3248-56	03/05/2017	04.05.2017	
37	7931000854	Saddam Hussain	V; kakad Wari	Wari	50.44	GPS Kakad (U)	3280-88	04/05/2017	05/05/2017	
38	7932000896	Sajad Ahmad	V; Daskar Wari	Wari	63.78	GPS Wari (P)	3280-88	04/05/2017	05/05/2017	
39	7932000590	Ziaur Rehman	V; Wari	Wari	32.95	GPS Iltiq Colony	3280-88	04/05/2017	05/05/2017	
40	7931000420	Fazal Khilab	V; Zari Wari	Wari	42.75	GPS Zari Wari	3280-88	04/05/2017	05/05/2017	

Attested
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PST (NTS) Regularization Order

41	7932000871	Jawad Khan	V. Wari (II)	Wari	45.11	GIS Wari (II)	3260-88	04/05/2017	05/05/2017
42	8931600987	Saeed Ullah	V. Shahzad Begh Wari	Wari	72.11	GIS Shahzad Begh Wari	3260-88	04/05/2017	05/05/2017
43	7932000700	Ibrahim Khan	V. Zari Wari	Wari	30.5	V. Zari (II)	3260-88	04/05/2017	05/05/2017
44	7935000800	Mushtaq Hussain	V. Wari	Wari	54.52	GIS Kakad (II)	3260-88	04/05/2017	05/05/2017
45	7931000575	Farman Ullah	V. Bandon	Distawar	91.43	GIS Bandon	3280-88	04/05/2017	05/05/2017
46	7912000888	Farman Ullah	V. Sankor	Sundol	72.99	GIS Jhanghro	4080-86	08/06/2017	09/06/2017
47	7975000324	Misbahullah	V. Charkoom	Distawar	78.31	GIS Charkoom IX	3563-70	18/05/2017	19/05/2017
48	792100237	M ISMAIL	CHAPPAL	CHAPPAL	95.48	GIS JELALI NO 1	313-18	05/03/2016	06/03/2016

Terms & Condition

1. Their services shall be governed by the Khyber Pukhtunkhawa Civil Servants Act, 1973, the Khyber Pukhtunkhawa (Appointment, Deputation, Posting & Transfer of teacher, Instructors & Doctors) Regulatory act, 2011, and such rules and regulations as may be issued from time to time by the Government.
2. Their services shall be considered regular and they shall be eligible for pension / deduction of GP Fund in terms of the Khyber Pukhtunkhawa Civil Servant Act, 1973 as amended in 2013.
3. They shall possess the same qualification and experience required for the regular post.
4. Their services are liable to termination on one month notice from either side, in case of resignation without notice, their one month pay/allowances shall be forfeited to the Government.
5. Their regularization shall not affect the promotion quota of existing holders of posts in respective service cadres.
6. The regularization shall not be in favor of those, who have not taken over charge or have remained absent from duty or resigned from service and also not for those who are under disciplinary proceedings.
7. The Employees whose services regularized under the Khyber Pukhtunkhawa Employees of the Elementary & Secondary Education (Appointment and Regularization of Services) Act, 2017 (Khyber Pukhtunkhawa Act No.1 of 2018) or in the process of attaining service at the commencement of Khyber Pukhtunkhawa Employees of Elementary and secondary Education (Appointment and Regularization of services) Act, 2017 (Khyber Pukhtunkhawa Act No.1 of 2018) shall rank junior to all civil servants belonging to the same service or cadre. As the case may be, who are in service on regular basis on the commencement of the Khyber Pukhtunkhawa Employees of Elementary And secondary Education (Appointment and Regularization of services) act, 2017 (Khyber Pukhtunkhawa Act No.1 of 2018) and shall also junior to such other persons, if any, who, were appointed on regular basis to the respective service or cadre before the commencement of this Act, irrespective of their actual date of appointment.

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- 8. The seniority inter-se of the employees, whose are registered under this Act within the same service or cadre, shall be determined on the basis of their merit position in such service or cadre.
- 9. Their seniority shall be determined on the basis of their continuous service in cadre, provided that if the date of continuous services in the case of two or more employees is the same, the employee older in age shall be ranked senior to the younger one.


(ABDUL HAQ)
 DISTRICT EDUCATION OFFICER
 (MALE) UPPER DIR

Endstt: No. 9107-2102 / F.No 158/DEO (M)/ADO (P) ESTB: Dated 17/04/2018

Copy forwarded to the

- 1. Director E&SE Khyber Pakhtunkhwa Peshawar.
- 2. District Accounts Officer Upper Dir
- 3. Dy: District Education Officer (M), Upper Dir
- 4. SDEO (Male) Barawal, Kalkot, Dir, Wari & Sheringal.
- 5. Teachers Concerned
- 6. AP EMIS Local Office
- 7. Office Copy

DISTRICT EDUCATION OFFICER
 (MALE) UPPER DIR

Attested


ADO (P) Establishment